The invention claimed is:

1.   A method of managing job applicant data, comprising:

receiving an applicant request for a specified job;

receiving applicant data;

storing the applicant data in a database;

linking one or more elements of the applicant data to an employer

position; and

providing a report profile whereby a resulting report relates one or

more elements of the applicant data for a plurality of applicants to one or more of

the employer positions.

2.   The method of claim 1 wherein the elements of the applicant data

comprise data indicative of gender and ethnicity.

3.   The method of claim 1 wherein each employer position comprises

a specified job or a job group that corresponds to one or more specified jobs.

4.   The method of claim 1 further comprising:

storing, in the database, new hire data; and

linking one or more elements of the new hire data to an employer

position,

wherein the report resulting from the report profile further relates

one or more elements of the new hire data for a plurality of new hires to one or more of the employer positions.

5.   The method of claim 4 wherein the elements of the new hire data comprise data indicative of gender and ethnicity.

6.   The method of claim 1 wherein an applicant request will be rejected unless at least one job is specified.

7.   The method of claim 1 further comprising the step of displaying a list of available specified jobs prior to the first receiving step.

8.   The method of claim 1 further comprising the step of providing a search engine whereby a user may search for available jobs prior to the first receiving step.

9.   The method of claim 1 further comprising the step of providing a jobs agent that periodically searches a database of available jobs and notifies a user when a job meeting user-specified criteria is available.

10.   A recruitment data management system, comprising:

an employer computing device having a memory and a processor;

and

  an employer database accessible by the employer computing
device,

  whereby the memory stores computer program instructions that
instruct the employer computing device to perform the steps of:

   receiving an applicant request for a specified job;

   receiving applicant data comprising gender and ethnicity
data;

   storing the applicant data in the employer database;

   linking one or more elements of the applicant data to an
employer position; and

   providing a report profile whereby a resulting report relates
one or more elements of the applicant data for a plurality of
applicants to one or more of the employer positions.

  11. The system of claim 10 wherein the instructions further instruct the
employer computing device to perform the steps of:

   storing, in the database, new hire data comprising gender and
ethnicity information; and

   linking one or more elements of the new hire data to an employer
position,

   wherein the report resulting from the report profile further relates

one or more elements of the new hire data for a plurality of new hires to one or more of the employer positions.

12.   The method of claim 11 wherein the elements of the new hire data comprise data indicative of gender and ethnicity.

13.   The system of claim 10 wherein each employer position comprises a specified job or a job group corresponding to one or more specified jobs.

14.   The system of claim 10 wherein the elements of the applicant data comprise gender and ethnicity data.

15.   The system of claim 10 wherein the instructions further instruct the employer computing device to reject an applicant request unless at least one job is specified.

16.   The system of claim 10 wherein the instructions further instruct the employer computing device to display a list of available specified jobs prior to receiving the applicant data.

17.   The system of claim 10 wherein the instructions further instruct a user computing device to display a list of available specified jobs prior to

receiving the applicant data.

18.   The method of claim 10 wherein the instructions further instruct the employer computing device to provide a search engine whereby a user may search for available jobs prior to submitting the applicant data.

19.   The method of claim 10 wherein the instructions further instruct a user computing device to provide a search engine whereby a user may search for available jobs prior to submitting the applicant data.

20.   The method of claim 10 wherein the instructions further instruct the employer computing device to provide a jobs agent that periodically searches a database of available jobs and notifies a user when a job meeting user-specified criteria is available.

21.   A recruitment data management system, comprising:

means for receiving an applicant request for a specified job and prohibiting receipt of a request unless a job is specified;

means for receiving and storing applicant data that includes gender and ethnicity information; and

means for providing a report that relates one or more elements of the applicant data for a plurality of applicants to one or more of the employer

positions.

22.   A method of managing job applicant data, comprising:

receiving an applicant request for a specified job and prohibiting receipt of a request unless a job is specified;

receiving applicant data including gender and ethnicity information;

storing the applicant data in a database;

linking one or more elements of the applicant data to the specified job or a job group; and

providing a report profile whereby a resulting report relates one or more elements of the applicant data for a plurality of applicants to one or more specified jobs or job groups.

23.   The method of claim 19 further comprising:

storing, in the database, new hire data comprising gender and ethnicity information; and

linking one or more elements of the new hire data to one of the specified jobs or job groups,

wherein the report resulting from the report profile further relates one or more elements of the new hire data for a plurality of new hires to one or more of the specified jobs or job groups.